

Accomplishments

The Arizona State Library, Archives and Public Records serves the information needs of Arizona citizens as authorized in Arizona Revised Statutes §41-1331 through §41-1352. Services are provided through the divisions of the agency: History and Archives, Braille and Talking Book Library, Library Development Division, Museum, Records Management, Research and Law Library and the cross-division clusters: Administration, Boards and Commissions, Digital Government, Technology and Outreach/Special Events.

Our vision is to ensure that the Arizona Legislature and Arizonans have access to the information they need today, as well as the history of Arizona for tomorrow, through partnerships with all types of cultural and public information institutions.

Our mission is to serve the Arizona Legislature and Arizonans by providing access to public information, fostering historical/cultural collaborative research and information projects, and ensuring that Arizona's history is documented and preserved.

Our four goals provide the focus and guidance for specific activities developed to achieve our vision and to ensure that we adhere to our mission. The work of our divisions is ongoing, collaborative, cumulative, and responsive to the changing needs of our diverse Arizona constituents. Our goals are:

- Provide prompt, professional legislative support.
- Provide access to public information.
- Preserve and document Arizona's history.
- Promote statewide collaboration for historical and cultural institutions.

STRATEGIC ISSUES

1. Resource Development

Library and Archives has raised over \$39 million dollars in grant funds for Arizona cultural institutions and for its own services. In the future, despite the continued downturn of the economy and the difficulties of fund raising, we will continue our efforts to seek outside funds. Although general operating funds must come from governmental sources (state general fund and federal IMLS funds), private and other governmental funds will be sought for special projects or pilot projects. The most significant fund raising efforts will focus on the completion of the Polly Rosenbaum State Archives and History Building, and the development of an endowment for our historic buildings' preservation and maintenance.

2. Infrastructure

Library and Archives operates from three historic buildings and from two other structures with age-related repair and renovation needs. Born-digital government information has changed Library and Archives infrastructure and staff development considerations. More operating funds are directed to technological management of e-government documents, archives, and records. Staff must be continuously trained and retrained in evolving technological archival, library, and records management skill sets. The agency will take a global view of space utilization. Staff is a crucial element in the many services provided by the State Library. Issues may include staffing levels, and recruiting, retaining, and training of staff. Technology needs will be evaluated and an equipment refresh program will help keep pace with technology demands.

3. Digital Government

Library and Archives has a broad range of responsibility for governmental materials in all formats from all levels of government. With the increasing digitization of federal, state and local government, e government will be one of our most important areas of concentration. Digital government will require the professional skill sets of archivists, records managers, librarians and technology staff to ensure usability today and preservation for tomorrow. The agency will consider ways to ensure publications and archival electronic records can be preserved permanently, meet public demands for access, and increase records management in electronic information systems through state government.

HIGHLIGHTS OF ACCOMPLISHMENTS

July 1, 2005 – June 1, 2006

GOAL ONE: ENHANCED LEGISLATIVE SERVICE

Through our Goal 1 activities we engage Legislative staff in designing the information services that we offer for Legislative research, including documenting press coverage on national, state, and local levels; helping to retrieve and disseminate specific information; and providing support for government efforts to connect with constituents. We also make it easier for Legislators and their staffs to access our services and collections by continually refining the organization and usefulness of our resources.

Goal One Accomplishments

During the last Legislative session, the staff of the Law and Research Library and the History and Archives Division provided research support for 16 pieces of legislation.

During the last Legislative session, 33 bills with public records issues were reviewed by RMD staff.

The preservation imaging program scanned agency reports submitted to the President of the Senate, which were then uploaded into the Arizona Memory Project by the Law and Research Library Staff. This provides multiple access to this information at anytime, day or night and on weekends. Bill Files for the Senate and the House were filmed and scanned, as well as Bill Requests Files for Legislative Council. Chaptered Bill Files were also filmed.

The State Records Management Center stored and serviced 1,752 boxes for the Arizona State Legislative offices throughout the year.

Met with Senator Leff and other stakeholders about confidential information found in public records published on the web.

Provided information for an inquiry from the House. Provided a salary market comparison calculation, and called Records Management organizations from other states to compare staffing.

Framed and installed artwork in the Senate and the House, including hanging artwork in Speaker Weiers' office.

Several Legislative officials helped prepare new Museum Educators for tours during the session. Speaker Weiers, the Office of the House Clerk, Senator Dean Martin and Senate Secretary Charmion Billington provided information that only Legislative insiders could.

The Museum installed two exhibits in the Senate.

The Museum hosted Senator Flake's reception for visiting legislators from the United States and Canada, providing an evening of tours.

The Museum Store continued to provide merchandise for legislators and their constituents and guests.

GOAL TWO: PROVIDING ACCESS

We work toward meeting Goal 2 by ensuring that our collections and finding aids are kept well-organized, readily available to our patrons, and that all patrons are efficiently served. We also initiate and maintain ongoing communication with current and potential constituents through publications and Internet technology, as well as meetings and presentations both on and off site. Meeting this goal requires that we efficiently process and repair our materials and continually develop more effective tools for public access to our research and educational materials. We also work with Legislative members and Arizona's Congressional Delegation on legislation, rules, and public policy issues related to ensuring access to information. Our combined division and cluster fieldwork staff logs over 100,000 Arizona miles yearly.

Goal Two Accomplishments

RMD has septic tank permit records from Maricopa County. In FY 2005, the County sent these records to DEQ based on a miscommunication between the two entities. DEQ refused to keep the records and the County refused to take them. In August 2004, RMD took the records (54 boxes). In FY 2005, the requests for these records numbered 1,008. In FY 2006, the requests have numbered 856. Negotiations are underway with DEQ to take the records into their custody.

This fiscal year, retrievals for Drivers License applications numbered 673, last year numbered 992. The number of retrievals has decreased due to MVD's new imaging processes which we evaluated, made suggestions for improvements, and forwarded for eventual approval in January of this year.

Brought in over 17,000 boxes of records from agencies who were storing off site or whose buildings had been condemned, including Department of Corrections Offender Services, Department of Corrections Medical Records, Department of Water Resources, and the Board of Nursing.

Acquired a new warehouse (TOSS II, located at 420 N. 52nd Ave.). The current shelved capacity is 40,440 cubic feet of records, bringing the current total capacity to 218,668 cubic feet.

At the end of the fiscal year, we had 237,161 boxes on inventory.

The new Records Management Center software, O'Neil Software, was purchased in August 2005. We completed our migration and became fully operational with the new system on March 1, 2006.

We refiled 10,753 records for state agencies in the Records Center this year.

The Museum opened four exhibits in FY 2005-2006 and assisted with another:

“Flying Colors.” The Flags of Arizona

“Nature’s Mirror – Images and Artifacts from the Edward S. Curtis Collection”

“Courteous Vigilance. The 75th Anniversary of the Arizona Department of Public Safety”

“USS *Arizona*’s Legacy”

“Jay Datus Murals” (assisted with Research Division exhibit)

An Agency wide team evaluated the feasibility of an exhibit to commemorate the framing of the Arizona Constitution as the museum’s main contribution to observance of the State’s centennial in 2012.

Public programs attracted several hundred visitors. These include the annual Pearl Harbor observance, monthly Lunch Bunch programs and gallery talks highlighting new exhibits.

Several staff members shared their expertise on applying the Arizona State Standards for Social Studies and planning for centennial events at the Museum Association of Arizona annual meeting.

Two interns and the Education staff prepared an electronic learning unit on Arizona government. Users will be schools, particularly those in rural areas who often cannot afford to visit the Museum in Phoenix.

Hispanic cable channel 33 and “Arizona Highways Television” featured the Museum’s programs.

Arizona Memory Project (AMP) - planned and implemented during this fiscal year.

Remote access cards for searching databases. Since February we have registered over 200 state employees (including State Library staff)

Funding was provided by Arizona Friends of Talking Books for conversion from analog to digital recording equipment at the Braille and Talking Book Library. This is in preparation for the national conversion to talking books on digital flash cards. In order to be compatible with the new digital equipment that patrons will be using the local recording program needed to also go digital. The Talking Book Library installed the first digital recording system in the local studio using APH (American Printing House for the Blind) Studio Recorder software. To create digital talking books that meet all of the National Library Service (NLS) standards, an LCM (Low Complexity Mastering) system has been ordered. The digital books will provide users with enhanced audio quality and navigation features. Features will include automatic bookmarks, audio prompts, spelling of selected words and the ability to skip ahead or back at selected intervals. The digital player will be smaller than the current cassette player, more

durable and more user-friendly. Equipment and software is also being installed for conversion of selected analog titles to the new digital format.

The library continued to provide access to newspapers over the phone from Newsline®. This special service is made available through a partnership with Arizona Department of Economic Security/Rehabilitation Services Administration. Arizona patrons made 25,484 calls to Newsline® in FY2006.

Public awareness was a priority for the library. Catherine Coughlin made arrangements for several interviews. Linda Montgomery, Division Director, was interviewed on the TV Channel 3 Morning Show, TV Channel 12 Arizona Midday Show and the Pat McMahon Show on KAZ-TV. She also did a one hour interview and call-in talk show on Sun Sounds of Arizona, the radio reading service for the blind and visually impaired. Linda and volunteer Louella Marshall recorded a 30-minute "Valley Focus" interview with Jan Jacobson at KSLX radio that aired on five radio stations in the state. Volunteer Joe Giumette was interviewed on the Arizona Midday Show and, in addition to talking about library service and volunteering, he helped promote the Arizona Book Festival.

Staff and volunteers participated in 44 outreach activities with a total of 8,496 program attendees. Articles about the library were published in the *East Valley Tribune* and the *Diamondbacks Magazine*.

Librarian Kim Bell surveyed Arizona Public Libraries and updated the publication *Adaptive Technology in Arizona Libraries*. This publication lists all types of adaptive equipment and computer software available to assist library patrons with disabilities of any kind including many for those with visual impairments. Volunteers again recorded the *Arizona Directory of Services for Persons Who are Blind & Visually Impaired*. This is a collaborative effort with Rehabilitation Services Administration/DES that published the directory in large print. Both publications are accessible from the State Library website.

The website catalog of videos with audio descriptions is now searchable by type such as action, comedy, drama, etc. Users can also choose the first letter of the first word in the title to browse the catalog by title.

The Braille and Talking book Library circulated 433,558 items to 12,212 patrons in Arizona. This included recorded and braille books, magazines, described videos, special playback machines and accessories. 419,458 of the items were books, for an average of 34 books per patron.

Completed redesign and improved search capabilities for the Cultural Inventory Project (CIP) front end on the ASLAPR website in conjunction with the Library Development Division (LDD).

ASLAPR's I.T., Law & Research, and Library Development Divisions have piloted and placed into production a Library Card System to allow the ability for the Legislature, Staff, and Arizonans to have access to information databases including a federated search used for research from home and at work.

Staff worked very hard to organize our first state-wide Archives Month in October 2005. We held a successful, daylong Arizona Film Festival in the Archives, a table in the capitol rotunda at the beginning and end of the month, tours of the "attic," displays of documents in the Archives and more. Archives worked with City of Safford Library to put on a series of workshops as part of Archives Month. Michael McColgin put on workshops of preserving family items, another on how to care for a variety of media and Melanie Sturgeon did a half day oral history workshop.

In March, Kent Dana and his Channel 5 television crew spent an afternoon at the State Archives looking at many of Arizona's historical records. His evening news segment focused on the value of these records to the people of Arizona.

New Carnegie Use As A Training/Meeting Center

The Carnegie Center has been completely revamped for more effective and efficient use as a training and meeting facility. During the last six **months** of the fiscal year (Jan – June), 138 training/meetings have taken place with 9,791 persons attending. A Carnegie brochure has been updated and will be used to continue to market the facility.

Bonus Years @ The Carnegie

The Arizona State Library sponsored a series of programs addressing the issues of interest to active older adults, such as healthy aging, lifelong learning, re-careering and civic engagement. The series provided current information on productive aging and fosters discussions about the personal and societal impacts of an aging population. Beginning in January and running through October 2006, the one-hour brown-bag lunch programs targeted state employees working along the Capitol Mall. Over 200 people attended the sessions and rated the program 4.5 on a scale of 1 (low) to 5 (high) in overall value. Participating authors each offered an additional program at an area library, in addition to the Carnegie Center event. Bonus Years speakers also included local experts on health insurance, long term care and hospice care.

The Gates Computer Replacement Program

The grant was for \$778,500 plus \$38,925 for administrative costs. This allowed for the purchase of 645 computers for public and tribal libraries. The original Gates grant was for only 517 but because of our partnership with State Procurement, a better price was negotiated and allowed for the additional 128 computers.

E-Rate Funding for Public Library Telecommunications

E-rate brought in \$3.3 million for telecommunication in 2004 for Arizona's public libraries. Over \$14 million has been paid to Arizona public libraries since the start of the program in 1998-9. 2005 reimbursements are currently being received, and 2006 reimbursements are under current review.

Arizona Reading Program

The Arizona Reading Program, which included a summer author tour and partnerships with arts organizations, promoted quality programming for children.

Early Literacy

Library Development Children's Consultant worked with early literacy through training librarians to support parents and caregivers as children's first teachers and establishing community partnerships to promote early literacy.

GOAL THREE: PRESERVING ARIZONA

To effectively preserve the history, culture, and traditions of Arizona, we work with individuals and agencies throughout the state and nation to identify, collect, access, and preserve the fundamental records and artifacts that document the state's rich past. We also ensure that the collected materials are repaired and augmented as necessary.

Goal Three Accomplishments

We conducted 111 workshops on Records Management and Public Records requirements and issues for 2,779 people.

We processed and received approval for 246 retention schedules with 3,453 items from state agencies, cities, counties, universities, school districts, fire districts, community colleges and special districts.

We processed and received approval for 29 imaging requests from state agencies, cities, counties and special districts.

We revised the records destruction process this year to include a review by the History and Archives Division for historical records.

The Attorney General's opinions were filmed and scanned.

ADOA's "as-built" plans for state buildings dating back to territorial times are being filmed.

We continue to film Arizona newspapers.

We added a section called "Guidance and Related Resources" to our web-site this year. The page has links to various tools for records officers including: 21st Century Records Management Checklist, Arizona Revised Statutes Pertaining to Public Records, Implementing File Plans Guidance, Draft Model Assurance Statement for Electronic Recordkeeping Systems, Electronic Recordkeeping System Guidelines, Recordkeeping Requirements to Consider When Developing a New System, Guidelines for Managing Public Records Sent and Received Via Electronic Mail, and Managing Electronic Mail.

Purchased two scanners (one for microfilm, one for paper) to enhance services provided.

Facilitated a three-hour video interview with John Finn, a ninety-five year old Pearl Harbor survivor who is the oldest living winner of the Congressional Medal of Honor.

The Museum's Exhibits and Collections section completed a comprehensive inventory of artifacts to increase efficient exhibit planning.

Two interns entered information on artifacts into the collections database, and photographed the items to be uploaded in the Arizona Memory Project.

This has been an extremely busy year for the transfer of records into the Archives. We accessioned more than 1100 cu ft of records including the following: 248 boxes of Water Quality Site Reports and Research related to the Superfund Sites; more than 800 rolls of engineering drawings and maps and more than 10,000 photographs.

Michael McColgin, the State Preservation Officer, helped the Bullhead City Clerk's Office assess the damage that occurred to their permanent documents when a pipe burst over the Thanksgiving holiday.

Archives completed eight oral histories of former legislators and received the papers of four legislators. These materials help to enrich the history of our state legislature.

Staff took more than 200 photographs of the immigration march on the Capitol. These images will become part of the state's historical record.

The Library continued to participate in two significant national grants funded by the Library of Congress. The Web Archives Workbench, based on original research at the Arizona State Library and Archives, and the Web-at-Risk projects will help us capture, describe, and provide access to state agency publications on the Web.

The Digital Government Cluster developed preliminary design goals for the “digital stacks,” robust, reliable hardware and software storage space where the agency can manage digital documents and records. The designs include provisions to automatically replicate the data so that it is geographically dispersed and to automatically verify that the data has not become corrupted (and corrects errors, when necessary). The agency submitted a grant proposal requesting \$3 million to the Library of Congress’ National Digital Information Infrastructure and Preservation Program to implement the digital stacks in collaboration with fifteen other states.

GOAL FOUR: PROMOTING STATEWIDE COLLABORATION

To meet Goal 4, we provide Arizona’s cultural and public information communities with leadership, problem solving, and information to help them improve the depth and breadth of the cultural and historic services they offer to Arizonans. We participate in a variety of statewide working groups to collaborate in building an inventory of Arizona’s cultural collections – print and web-based – for all to use and to improve local services and information. This agency has received (and has also helped Arizona win) more National Leadership Grants than any other state library.

Goal Four Accomplishments

GladysAnn Wells, Richard Pearce-Moses, and Laurie Sletten met with the Arizona Association of College Registrars and Admission Officers (AzACRAO) about electronic student records.

Lisa Maxwell served as a member of the Arizona Criminal Justice Commission’s Law Enforcement Records Retention Task Force with representatives from police departments, sheriffs’ departments and attorneys’ offices around the state.

Lisa Maxwell spoke at the Tucson ARMA start-up meeting.

Lisa Maxwell gave a presentation on public records access at the Public Defenders’ Association Statewide Conference.

Lisa Maxwell gave a presentation on public records laws at the City Clerks’ Annual Conference and at the National Institute of Governmental Purchasing Regional Conference.

Lisa Maxwell gave a presentation on records management and records retention at the Arizona Fire District Conference.

Preservation Imaging scanned 3,123 rolls of microfilm for 7,635,728 images for the City of Scottsdale. This new opportunity allows the City to save \$2,000 per month that they were spending having their records microfilmed and put into microfiche jackets, and provides faster and multiple user access.

We scanned film from our collection of Japanese internment camp newspapers for ASU.

We provided microfilm processing lab services to the City of Phoenix.

We scanned birth and death records for the Health Services web site.

Worked with Pima, Maricopa and Mohave counties to assess the retention period for building permit records with a concerned citizen.

Laurie Sletten participated on a panel for AIIM's On-Line Solution Center. The panel consisted of three representatives from state and local government. She was provided with some questions and her answers to these questions were recorded and were available from the AIIM website for 3 months.

Laurie Sletten attended the Department of Health Services public meetings revising their administrative rules pertaining to Death Certificates.

Laurie Sletten provided advice to the National Archives regarding inventorying structured and unstructured electronic files residing in LANs and scheduling electronic records.

Met with the Department of Administration – Government Accounting Office and the Attorney General's Office regarding GAO's intent to issue policies for the release and the ability to charge to assemble, create, release public records by the GAO, as well as how much to charge for commercial purposes.

Laurie Sletten, Richard Pearce-Moses and Eddy Cheng met with several state agencies at a meeting called "BizTech" to discuss the need to explore mid-sized offerings for disk storage, tape backup, and also tools to manage their business records throughout the records' lifecycle.

Laurie Sletten spoke to the Chief Procurement Council about the imaging statutory requirements.

Held three stakeholder meetings for agencies affected by the database system change in the Records Center, 70 people attended.

Worked with the AG's office on the AWP litigation (a class action lawsuit) to determine how to proceed with records preservation directive issued by the AG's Office. Gave presentations to the CIO Council and the BizTech group regarding the AWP litigation records freeze.

Laurie Sletten participated at an all-day seminar on public records and open meetings, teaching sections on records retention and destruction, and one on e-mail management. This seminar was held in Tucson on May 5 for the Arizona State Bar. She wrote a paper on records retention scheduling which was published in their proceedings. The seminar had 60 participants.

Laurie Sletten met with the East Timor Delegation with Janet Fisher and Zee Peters.

Laurie Sletten gave a presentation at the local ARMA/AIIM joint chapters meeting on E-mail management.

The Museum participated in programs, in conjunction with several other organizations, to support state history, including the University of Arizona Library School internship fair, Statehood Day, and Museums on the Mall

A partnership with Arizona State Parks continued with the installation of the Museum's exhibit on the GI Bill at the Ernest McFarland State Park and planning for the Parks' fiftieth anniversary.

The Department of Public Safety invited the Capitol Museum Curator to consult on the Department's new museum exhibits.

A re-enlistment ceremony was the highlight of a Navy Week Proclamation hosted by the Museum.

Participated in a successful IMLS grant application with Five States (CO, WY, AZ, NM, UT) to enable federal documents librarians to train other librarians in their state. Colorado leads this project work.

The Braille and Talking Book Library collaborated again with several organizations on planning of the annual Vision Rehabilitation and Technology Expo (VRATE). Sandra Everett, Deputy Director, and Catherine Coughlin, P.R. Specialist, serve on the board and also helped bring speakers in for the event. There were over 600 attendees at the November expo that featured all types of technology and assistive devices for individuals who are blind or visually impaired. Speakers included doctors, rehabilitation specialists and Chef Vikas Khanna who presented a unique program on the sensory aspects of food.

Librarian Henry Hayden collaborated with Chandler Public Library on a display about Talking Book Library service. Henry spoke to Chandler Library tour groups about Talking Book services and also to a group at Chandler's senior center.

Staff from the South Carolina Talking Book Library visited to learn from Arizona staff how to use the Keystone Library Automation System (KLAS). They worked with staff in each section of the library in preparation for their conversion to KLAS.

Volunteers play an important role in providing quality library services to those who find it difficult to read standard print books because of visual or physical limitations. The two largest groups of volunteers work in the recording studios and the machine repair section. They recorded 68 books and 89 other projects; repaired 3,017 talking book machines and 2,427 amp boards. Volunteers also repair books, help with outreach, provide clerical support and assist new patrons. Staff and volunteers repaired 7,427 recorded books.

Archives staff, along with staff from the Arizona Historical Foundation and the Friends of Arizona's Archives, organized the 2nd annual statewide Archivists' Roundtable. Thirty archivists and those learning to be archivists attended the Roundtable on October 25th. The theme of the workshops was "Networking with the Public and with Colleagues." Among our speakers were an archivist from the National Archives and Karen Underhill from NAU. Both speakers showed the power of records in people's lives.

The Archives hired their first Electronic Records Archivist. With her extensive background as a computer systems analyst, the new archivist has been able to work well with state and local government agencies regarding their permanent electronic records.

Archives staff hosted five ASU History education classes of future history and social studies teachers with a total attendance of 272. This was a collaborative project with ASU, the Arizona Historical Society and the Maricopa County School District. Students used archival collections to learn about incorporating local/state history into their classrooms using primary documents.

On behalf of the Arizona Historical Records Advisory Board, Archives staff held three workshops for AHRAB grants: one in Phoenix, one in Flagstaff and the other in Tucson. They also met with the City Clerk from the Town of Maricopa to discuss the grant applications. These grants provide the opportunity for small repositories to receive training, to purchase acid-free boxes and folders and to preserve their unique materials.

The National History Day State Finals were held at the Capitol on April 8th. 350 students, 4th-12th grades, participated, representing most geographic areas of the state. They were selected from about 4000 total students statewide, and qualified as finalists through six regional events—Sierra Vista, Tucson, Phoenix Metro, East Valley, Flagstaff and Prescott. In addition to the students, 100 highly qualified adults contributed time to serve as volunteers and staff. Another 800 parents, teachers, friends and family also attended. Events were held in the Capitol Museum and throughout both legislative buildings, with the Award Ceremonies held in the legislative chambers. Fifty-two students qualified for the national finals June 11-15th at the University of Maryland.

The Arizona State Library and Archives collaborated with the National Archives and Records Administration and the Society of American Archivists to hold a colloquium exploring the question, what are the new skills that librarians, archivists, and records managers need to thrive in the 21st century?

Richard Pearce-Moses, Director of Digital Government Information continued his work with the National Archives' Advisory Committee on the Electronic Records Archives.

Continuing Education

The Library Development Division offered 126 continuing and professional development opportunities for Arizona's librarians. 3,467 took part. Some of the topics were: Emerging Technology Update, Working with Passion, Merchandising, Collection Development, The Changing Role of the Librarian, A Teen Advisory Board (TAB) Can Work for You, Too!, Investing in Your Future, Unravel the Mystery of Electronic Books, Computer Training for Patrons, Managing IT Changes with Staff, Promoting Online Collections, Impact of Technology Trends on Customer Service, Ergonomics, Technology Trainers or The Mouse Won't Bite, The Accidental Library Manager, Teen: Gaming and Crafts, What's New in Children's Books with Peggy Sharp, Back to the Beach: Reader's Advisory, Book Repair, Building a New Generation of Readers, Virtual Reference Forum, Weeding, Everything You Didn't Know You Need to Know About Graphic Novels, Getting Teens Wired @ Your Library, Gaming and Technology Workshop, Library Institute.

A more detailed description follows of some of the continuing education activities:

Working with Passion. There are fundamental changes in the workplace - the transition of the generations and the development of a free agent workforce among them - are making it more important than ever to develop leaders and employees who together can create a great working environment. More and more hard evidence is showing that the so-called 'soft' issues, like finding meaning in your work, having fun, and creating a nurturing environment, have a direct relationship to productivity and organizational success.

Michael Kroth provided a workshop designed to help create passion for your work, and passionate work environments for your organization. Drawing upon his research and book, Transforming Work: The Five Keys to Achieving Trust, Commitment, and Passion in the Workplace, he gave fundamental keys for finding meaning, joy, and nurturance in your work.

Another that targeted small and rural libraries was: ***Emerging Technology Update***
If blog and wiki sound like characters from a children's book or you think aggregators are unruly teens, then this workshop was for you. The lingo was defined and free technology tools were explained, including blogs, wikis, RSS, podcasts, e-books, XML, and IM. The participants learned to use Bloglines to let the information come to help on the job.

Participants learned the pros and cons of subscribing to a feed. This workshop was for non-techy beginners, with a focus on making them more confident and comfortable with these new tools.

EqualAccess Libraries™

Equal Access Libraries is a professional development program that trains public librarians in how to address their community's most pressing needs through authentic assessment and information gathering, development of strategic partnerships with local organizations, and the creation of innovative work plans that reflect their community's unique character.

EqualAccess focuses specifically on building librarians' outreach and community programming skills in the areas of **health, lifelong, or youth programming** and their ability to use technology to expand and enhance programs and services.